

Salaries and Wages in Texas Public Schools

2011–12 Superintendent Survey Highlights

Survey Information

- 1,029 Texas public school districts received the Superintendent Survey questionnaire.
- 789 districts responded, representing 77 percent of districts in Texas. 808 districts responded in 2010–11.
- 35 districts reported having an interim superintendent and are not included in the analysis.
- Survey participants may not have answered all questions.
- Survey data is effective July 2011.

Superintendent Salaries

The average superintendent salary for 2011–12 is \$123,079, a 2 percent increase from 2010–11. Average superintendent salaries range from \$85,326 in districts with less than 500 students to \$268,812 in districts with more than 50,000 students. Half of reported salaries are less than \$107,000.

	Number of Respondents	Percent of Enrollment Group	2011–12 Average Salary	Distribution of Salaries		
				25 th Percentile	Median	75 th Percentile
All Respondents	746	72.5%	\$123,079	\$ 90,850	\$106,867	\$141,565
1 to 499	198	61.7%	85,326	79,330	85,000	91,429
500 to 999	142	70.6%	98,175	91,000	95,500	102,928
1,000 to 1,599	98	73.7%	110,195	98,610	107,500	118,449
1,600 to 2,999	91	79.1%	120,764	109,838	120,000	130,000
3,000 to 4,999	70	80.5%	141,529	130,000	140,000	150,000
5,000 to 9,999	56	82.4%	166,986	152,000	163,180	176,745
10,000 to 24,999	50	87.7%	194,553	178,820	192,000	212,048
25,000 to 49,999	27	96.4%	238,658	224,307	240,000	254,938
50,000 and over	14	73.7%	268,812	260,085	272,500	287,153

Pay Increases

The average superintendent pay increase was 1.6 percent, down from last year’s average of 3.3 percent. Sixty-two percent of returning superintendents (401) did not receive a pay increase. Eighty-eight percent of respondents (655) had a returning superintendent for 2011–12.

Performance and Retention Bonuses

More than 6 percent of respondents (47) gave a bonus to the superintendent. This is a decrease from last year, but it can be primarily attributed to the interim status of superintendents in several large districts that participated in the survey. Most bonuses are paid to the superintendent to reward job performance or continued service. The average bonus paid was \$8,516, or 5.8 percent of the superintendent’s salary. Reported bonus amounts range from \$500 to more than \$45,000. Half of the bonuses paid were less than \$5,000.

Superintendent Experience

Superintendents have been in their current position for an average of five years and have an average of eight years of total experience as a superintendent in any district. Most superintendents (61 percent) have been the superintendent in only one school district. Of the 91 districts (12 percent) with a new superintendent for 2011–12, 57 percent hired a superintendent with no previous experience in the position.

Tax-Deferred Investment Contributions

Ten percent of districts (67) contribute to a tax-deferred investment account for the superintendent, even with 10 percent in 2010–11. This is in addition to required Teacher Retirement System (TRS) contributions. The average district contribution to these accounts in all responding districts is \$8,711, up 2.4 percent from 2010–11. Sixty-

Salaries and Wages in Texas Public Schools

seven percent of districts (45) making contributions require at least one year of service for the district's contribution to be vested.

Transportation Benefits

Forty-three percent of responding districts (322) provide a vehicle or car allowance to the superintendent. Eighty-two percent of these districts (265) provide an annual car allowance to cover all or part of the cost of a personal vehicle for the superintendent. The average annual vehicle allowance is \$6,305, up 2.3 percent from 2010–11.

Health Insurance Benefits

Insurance premium rates are separated into employee-only coverage and employee-plus-family coverage and premium rates and levels of district contribution are analyzed independently. Thirty-three percent of superintendents (214) reported employee-only rates with an average monthly premium of \$447. Sixty-seven percent (438) reported employee-plus-family rates with an average monthly premium of \$1,005. Premiums in employee-only categories of coverage increased by 7.6 percent and premiums in employee-plus-family categories of coverage increased by 7.5 percent over last year.

The overall average annual district contribution for superintendent health insurance in 2011–12 is \$6,459, up 8 percent from last year. Districts contribute an average of 78 percent of the employee-only premium and 61 percent of the employee-plus-family premium for superintendents. Forty percent (259) pay the total cost of health insurance for the superintendent, regardless of the type of coverage that the superintendent elects. Forty-four percent of districts provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees.

Other Benefits

- Forty-five percent of districts (338) provide the superintendent with an allowance for cell phone and/or internet service. The average annual allowance is \$1,206.
- Forty-five percent of respondents (337) pay dues for the superintendent's membership to civic, private or professional organizations and clubs. The average annual expense to the district is \$1,030.
- Eleven percent of superintendents (82) receive a housing benefit, of those 77 percent provide a residence, only 12 percent provide a residence plus a housing allowance, and 11 percent provide a housing allowance only. The average housing allowance is \$8,826.
- Forty-nine districts (6.5 percent) provide a life insurance policy for the superintendent that differs from life insurance benefits provided to other district employees. These policies have a median face value of \$300,000 and have an annual premium cost to the district of \$1,612. Most are term policies.
- Thirty-six districts (5 percent) provide the superintendent with a long-term disability policy that is different from that provided to other employees. The average annual cost to the district is \$1,774.
- Thirty-five districts (5 percent) provide the superintendent with an annual allowance for business expenses. The average annual allowance is \$5,174.
- Twenty districts (3 percent) reported paying a portion of the superintendent's required Teacher Retirement System (TRS) contribution. The average contribution paid by these districts is \$11,913.
- Five districts (1 percent) purchased additional TRS service credits for the superintendent at an average cost to the district of \$20,608.

Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during the fall semester of the 2011–12 school year. The survey questionnaire was e-mailed to 1,029 school districts. Data in this report was taken from responses to the Superintendent Survey Questionnaire.

Accurate and timely information helps school officials set educator salaries. The data in this report can be used by local boards to effectively recruit, retain, and reward superintendents through the development of competitive compensation packages. All superintendent compensation packages are unique and are tailored to the needs of the superintendent and local school district. There may be other benefits or pay elements provided to

Salaries and Wages in Texas Public Schools

superintendents that are not represented here. The data reported in this survey details the most common elements of superintendent compensation packages in Texas.

The Salaries by Enrollment Group listing includes the salary and years of experience of participating superintendents. Districts are listed alphabetically within each enrollment group. If the district reported an interim superintendent for the 2011–12 school year, no salary or experience is listed.

Survey Methodology

Standard statistical and mathematical calculations were used in compiling and analyzing the data. Statewide trends are presented according to enrollment group except where otherwise identified in the body of this report.

District responses that included partial years of experience are rounded down if five months or less are reported and rounded up to the next if six months or more are reported.